

DIFFERENTIALS

Section 1 – After Hours Hotline Supervisor

SUPERVISORY UNIT

Supervising Social Service Practitioners in the Department of Children's Services and Department of Aging and Adult Services who are designated by their appointing authority to take telephone calls regarding child or elder/dependent adult endangerment issues, assess risk to a child or elder/dependent adult, contact staff and assign them case responsibility, assist staff in locating placements as needed, and otherwise provide support to on-call staff, while working beyond the regular hours of the Child Abuse Hotline shall be paid \$11.50 for each hour of assigned duty. The number of employees scheduled for assignment or the removal of employees from the hotline differential is at the discretion of the appointing authority and is not subject to review through the Grievance Procedure.

Section 2 – Inpatient Assignment Compensation

PROFESSIONAL AND SUPERVISORY UNITS

Employees in the following classifications with a continuous, full-time assignment for work in the Behavioral Health Inpatient Unit of Arrowhead Regional Medical Center shall receive inpatient assignment compensation:

Professional Unit

Clinical Therapist I, II, Prelicensed
Mental Health Clinicians I - IV (MC)
Occupational Therapists I, II, Pre-Registered
Psychiatrist

Supervisory Unit

Mental Health Clinic Supervisor

The appointing authority shall designate those positions eligible to receive inpatient assignment compensation of eighty dollars (\$80.00) per pay period.

Section 3 – Keystroke Differential

CLERICAL UNIT

The following rates of pay have been established as an incentive differential for employees who are on regular status and have worked a minimum of three hundred (300) hours of data entry work within a quarter.

The keystroke standards are subject to reevaluation and change if a significant data entry procedural change is made, or new equipment or technology is introduced into data entry operations. Otherwise, the standards shall be reevaluated annually to determine stroke-rate incentive adjustments.

Data Entry Standards for personal computer based equipment:

P.C. Based Salary Incentive	Auditor/Controller Keystroke/Hour	Information Services Center Keystroke/Hour		Recorder Keystroke/Hour
2-1/2%	7,300 – 7,899	6,720 - 7,560	(3)	5,700 - 6,183
5%	7,900 – 8,599	7,561 - 8,190	(1)	6,184 - 6,784
7-1/2%	8,600 – 9,399	8,191 - 8,820	(2)	6,785 - 7,687
10%	9,400 – 10,099	8,821 - 9,450	(2)	7,688 - 8,338
12-1/2%	10,100 – 10,699	9,451 - 10,080	(1)	8,339 - 9,099
15%	10,700 – over	10,081 - over	(1)	9,100 - over

Minimum keystrokes/hour to attain regular status:

Auditor/Controller – 7,000

Information Services – 5,880

Recorder – 4,667

Error rate for all offices and work for attaining regular status and qualification for incentive pay is three percent (3%) maximum. The incentive differentials are awarded for a three (3) month period, based upon previously accumulated data with a redetermination made every three (3) months thereafter. A two-range salary increase shall be paid for the Data Entry Operators II who are supervising Data Entry Operators receiving incentive pay. Employees who are receiving a two-range differential for supervising employees receiving incentive shall, when promoted within the Data Entry classification series, be placed on the salary range of their new classification at the pay step which allows for a five percent (5%) salary increase over the salary including differential they had been receiving in their previous classification; provided, however, that no employee shall receive compensation beyond step 11 of the class to which promoted. Employees promoted from Data Entry Operator I shall be placed on the salary range of their new classification at the pay step required in order to have a five percent (5%) salary increase over the salary including any incentive they had been receiving in their previous classification; provided, however, that no employee shall receive compensation beyond step 11 of the class to which promoted, but shall be eligible to receive the supervisory differential pursuant to this Section.

For Information Services: The County shall gather the annual keystroke operator performance. This data shall be used to develop keystroke incentive rates resulting in the same distribution identified above.

SUPERVISORY UNIT

Data Entry Supervisors who are supervising Data Entry Operators receiving Keystroke Differential shall be paid a two (2) range salary differential. Employees who are receiving a two-range differential for supervising employees receiving Keystroke Differential shall, upon promotion to Data Entry Supervisor, be placed on the base salary range of the Data Entry Supervisor classification at the step which allows for a five percent (5%) salary increase over

their salary including differential they had been receiving in their previous classification; provided, however, that no employee shall receive compensation beyond step 11 of the class to which promoted.

Section 4 – Laboratory Technologist Night Standby Duty Pay

PROFESSIONAL AND SUPERVISORY UNITS

The following rates of pay and working conditions have been established for the Laboratory Technologists and Supervising Laboratory Technologists on night standby duty.

- (a) The hours included on night standby duty shall be from 11:30 p.m. to 7:30 a.m., seven (7) days each week.
- (b) The first Laboratory Technologist must be in residence at the Arrowhead Regional Medical Center, in a room assigned to the Laboratory, during the hours of standby duty. This Laboratory Technologist shall be paid ten dollars (\$10.00) per call.
- (c) A second Laboratory Technologist may be designated for night standby duty at the Technologist's normal place of residence. This second Laboratory Technologist shall be paid sixteen dollars (\$16.00) for standby duty, if not called. If called, this Laboratory Technologist shall be paid thirty-two dollars (\$32.00) which shall include the first call and ten dollars (\$10.00) for each subsequent call.
- (d) The provisions for night standby duty pay shall not apply to any Laboratory Technologist assigned to work the 11:30 p.m. to 7:30 a.m. shift.
- (e) Classifications eligible for this provision shall include: Laboratory Technologist I, Laboratory Technologist II, Laboratory Technologist III, Laboratory Technologist School Coordinator, and Supervising Laboratory Technologist.

Section 5 – Shift Differentials

ALL – EXCEPT MANAGEMENT

- (a) Purpose – It is the purpose of this provision to compensate employees, who are required to actually work evening or night shift tours of duty, over and above the established base rates of pay.
- (b) Eligible Personnel – Employees assigned to a continuous or regularly recurring evening or night shift tour of duty shall be eligible for shift differential compensation. Further, employees who provide relief work for other employees assigned to continuous or regularly recurring evening or night shift tours of duty may receive shift differential compensation with prior approval of the appointing authority.
- (c) Special Provisions

- (1) Shift differential compensation shall not be included in the base rate of pay when computing overtime, or call-back pay. Such differential will be included in computing overtime for employees who are not exempt under the Fair Labor Standards Act (i.e., ADMINISTRATIVE SERVICES, CLERICAL, TECHNICAL & INSPECTION, and CRAFT, LABOR & TRADES Units). Employees who are assigned to a continuous evening or night shift tour of duty shall receive such differential in addition to base pay when computing paid leave compensation.
- (2) Shift differential compensation shall not apply to any classifications when the base salary rate of such classification is based on "night rates" (e.g., Probation Night Custody Officer in the TECHNICAL AND INSPECTION Unit).
- (3) Overtime worked is in addition to a scheduled tour of duty and is compensated separately in accordance with the overtime provisions of this Agreement.

(d) Compensation

- (1) Employees whose assigned tour of duty, with or without intervening meal time, includes at least four (4) hours between 6:00 p.m. and 12:00 a.m. (midnight), shall receive one dollar (\$1.00) per hour over and above their base hourly rate.
- (2) Employees whose assigned tour of duty, with or without intervening meal time, includes at least four (4) hours between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive one dollar and thirty cents (\$1.30) per hour over and above their base hourly rate.

(e) Medical Support Shift Differentials

Employees designated in this paragraph assigned to hospital, mental, or correctional institutions whose assigned tour of duty, with or without intervening meal time, includes at least four (4) hours between 6:00 p.m. and 12:00 a.m. (midnight), shall receive two dollars (\$2.00) per hour over and above their base hourly rate. Those eligible employees whose assigned tour of duty, with or without intervening meal time, includes at least four (4) hours between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive two dollars and eighty-five cents (\$2.85) per hour over and above their base hourly rate. This paragraph shall apply to the types of positions and units listed below:

Administrative Services Unit

Respiratory Therapists
Respiratory Care Practitioners
Pulmonary Function Specialists

Professional Unit

Clinical Therapists
Dieticians
Laboratory Technologists

Supervisory Unit

Respiratory Care Practitioners
Supervising Laboratory Technologists

Supervisory Nurses

Registered Nurses

- (f) Medical Support Weekend Differential – Employees designated in this paragraph assigned to hospital, mental, or correctional institutions, who work on a scheduled weekend day off, shall be paid an additional three dollars (\$3.00) per hour over and above their base hourly rate. Weekend for purposes of this provision is between 11:00 p.m. Friday through 11:00 p.m. Sunday night. In no event shall this differential be paid for a weekend tour of duty, which was regularly scheduled as part of a standard tour of duty. This paragraph shall apply to the types of positions and units listed below:

Administrative Services Unit	Respiratory Therapists Respiratory Care Practitioners Pulmonary Function Specialists
Professional Unit	Clinical Therapists Dieticians
Supervisory Unit	Respiratory Care Practitioners Supervising Laboratory Technologists
Supervisory Nurses	Registered Nurses

- (g) Weekend Day Differential – Employees in the Child Abuse Hotline (CAHL), Department of Children's Services, who work an assigned weekend day as part of their scheduled tour of duty, shall receive a weekend day differential of one dollar (\$1.00) per hour over and above their base hourly rate. Weekend for purposes of this provision is Saturday and Sunday.

Section 6 – Supervisory Nurses Unit Differential

SUPERVISORY NURSES UNIT

Assistant Nurse Manager and Nurse Manager in the SUPERVISORY NURSES Unit regularly assigned to a special treatment unit at the Arrowhead Regional Medical Center shall be entitled to unit differential upon certification of the appointing authority that said nurse possesses specialized skills required to perform within the assigned unit. Special treatment unit for eligible employees is defined as Burn, Emergency, Respiratory, Intensive Care, Coronary Care, Labor and Delivery, Medical Imaging, Operating Room, and Neonatal Intensive Care Units. The unit differential shall be one dollar (\$1.00) per hour over and above their base hourly rate.

The rate for eligible employees in Respiratory, Intensive Care, Coronary Care, Labor and Delivery, Medical Imaging, Operating Room, and Neonatal Intensive Care Units shall be one dollar and seventy-five cents (\$1.75) per hour. The rate for eligible employees in the Burn and Emergency Units shall be two dollars (\$2.00) per hour.

Section 7 – Mobile Intensive Care Nurse Certification Differential

SUPERVISORY NURSES UNIT

Registered Nurses in the SUPERVISORY NURSES Unit assigned to the Arrowhead Regional Medical Center Emergency Department who possess a valid certificate as a Mobile Intensive Care Nurse (MICN) shall be entitled to a differential of one dollar and twenty-

five cents (\$1.25) per hour over and above their base hourly rate for all hours actually worked.

Section 8 – Clinical Therapists Detention Facilities Differential

PROFESSIONAL UNIT

Clinical Therapists in the PROFESSIONAL Unit regularly assigned to detention facilities shall be paid a differential of one dollar (\$1.00) per hour over and above their base hourly rate for all hours actually worked.

Section 9 – ARMC Custodian Assignment Differential

CRAFT, LABOR & TRADES AND SUPERVISORY UNITS

All employees assigned to the Arrowhead Regional Medical Center in regular positions in the classifications designated below shall be eligible to receive an assignment differential of fifty cents (\$0.50) per hour for all hours actually worked effective the first working day of the pay period following the pay period in which they complete 2,080 service hours. Formal disciplinary action taken, as defined in the San Bernardino County Personnel Rules, for violation of Rule X, Section 2, Subsection (f) and/or (g), shall result in a loss of this differential for thirteen (13) pay periods. (If the disciplinary action is overturned on appeal, the differential pay shall be restored.)

Craft, Labor & Trades Unit

Custodian I
Custodian II

Supervisory Unit

Supervising Custodian

Section 10 – General Maintenance Mechanics Juvenile Detention Differential

CRAFT, LABOR & TRADES UNIT

General Maintenance Mechanics assigned to work at juvenile detention center(s) shall be entitled to one dollar (\$1.00) per hour over and above their base hourly rate for hours actually worked at this facility.

Section 11 – Probation Division Director Juvenile Hall Differential

MANAGEMENT UNIT

Probation Division Directors II regularly assigned to work in Juvenile Hall - San Bernardino, West Valley or High Desert may be eligible to receive a five percent (5%) assignment differential as long as assigned this duty. Such differential shall be based upon the base hourly wage of the affected employee. Eligibility for this differential is at the sole discretion of the Chief Probation Officer.

Section 12 – High Voltage Differential

CRAFT, LABOR & TRADES UNIT

Electricians who work on electric lines that exceed 480 volts shall be entitled to one dollar (\$1.00) per hour over and above their base hourly rate for hours actually worked performing such assignments.

Section 13 – Sheriff's Aviation Mechanic Inspection Authorization Differential

CRAFT, LABOR & TRADES AND SUPERVISORY UNITS

Sheriff's Aviation Mechanics who possess a valid Federal Aviation Inspection License that provides the employee the ability to perform Inspection Authorizations shall be entitled to a differential of one dollar (\$1.00) per hour for hours worked performing such inspections.

Section 14 – Compensation Limitation

SUPERVISORY AND SUPERVISORY NURSES UNITS

In no case shall the monetary rate of the shift/weekend differential and bilingual compensation paid to a supervisor be less than that paid to a supervised employee receiving the same differential(s).

Section 15 – Child Abuse Hotline (CAHL) Child Welfare Services Manager (CWSM) After Hours Assignment Differential

MANAGEMENT UNIT

The Child Welfare Services Manager (CWSM) in the Department of Children's Services who is assigned to manage the after hours operation of the Child Abuse Hotline (CAHL) shall receive a five percent (5%) assignment differential as long as assigned this duty. Such differential shall be based upon the base hourly wage of the employee.

Section 16 – Fundamental Payroll Certification

TECHNICAL AND INSPECTION UNIT

ACR Payroll Technicians who possess the Fundamental Payroll Certification issued by the American Payroll Association shall receive a five percent (5%) differential for all hours actually worked. Such differential shall be based upon the base hourly rate of the affected employee.

**AMENDMENT TO THE 2005-2008 MEMORANDUM OF UNDERSTANDING WITH
THE SAN BERNARDINO PUBLIC EMPLOYEES ASSOCIATION FOR THE
TECHNICAL AND INSPECTION UNIT.**

DIFFERENTIALS

We agree to the changes to the terms and conditions of employment related to the Differential Article as described in the attached Amendment of the San Bernardino Public Employees Association (SBPEA) Memorandum of Understanding.

County of San Bernardino

San Bernardino Public Employees
Association

Date

Date